

**From:** ACC/CC Commander  
**Sent:** Monday, December 06, 2004 10:45 AM  
**To:** ACC Units Down to Wing  
**Cc:** ACC/CC Commander; ACC/CV Vice Commander; ACC/CS Director Of Staff; ACC/DP A-1 Director of Personnel; Otzelberger James R Civ ACC/DPCW; HQ ACC Staff - Directors  
**Subject:** (U) Air Combat Command Policy on Alternative Dispute Resolution (ADR)

**UNCLAS**

**MEMORANDUM FOR NAF/WING COMMANDERS**

**SUBJECT: Air Combat Command Policy on Alternative Dispute Resolution (ADR)**

- 1. In a 10 Jun 04 memorandum to all MAJCOM and FOA commanders, Secretary Roche urged us to make a personal commitment to ensure implementation of the recently published AFI 51-1201, Alternative Dispute Resolution in Workplace Disputes.**
- 2. We're proud to say that ACC has already significantly integrated ADR into its civilian workplace dispute processes and established a solid track record of great success and tremendous cost savings. In FY 03, ACC led the Air Force in incorporating ADR processes into its civilian workplace dispute procedures. ACC's overall ADR attempt rate of 50% and ADR resolution rate of 84% significantly exceeded Air Force averages. In addition to the savings in time, dollars and lost productivity, ADR adds a dimension of communication between parties that is invaluable. Managers, union officials, and employees find that ADR, used under the right circumstances, produces better and faster results than the traditional complaint and appeal processes.**
- 3. Attached is the ACC ADR plan for your review and action. All ACC installations are expected to design and implement plans commensurate with their own workplace dispute workloads and mission requirements. As you develop your plans, maintaining a strong partnership with all ADR stakeholders, to include DP, EEO, JA and affected unions, is essential to success.**
- 4. We are firmly committed to using ADR to resolve disputes in all of our activities. We urge you to review your workplace dispute resolution procedures and implement ADR where appropriate. The ACC ADR Champion is Mr. Dwayne Walker, ACC/DPCW. If you have questions or desire additional information, please contact him at DSN 574-3690.**

**//SIGNED//**

**BRUCE A. WRIGHT**  
**Lieutenant General, USAF**  
**Commander**

**2 Attachments:**

- 1. SAF Memorandum, 10 Jun 04**
- 2. ACC ADR Plan**